

## STEPHEN DOUGLAS BONNEY

**Email:** [sdbonney@outlook.com](mailto:sdbonney@outlook.com)

**Website:** [sdouglasbonney.com](http://sdouglasbonney.com)

**Present Occupation:** Lawyer, Arbitrator, Mediator

**First Business Address:**

5542 Crestwood Drive  
Kansas City, MO 64110  
Phone: (816) 363-3675  
Fax: None

**Second Business Address:**

2307 S. Norman St.  
Seattle, WA 98144  
Phone: (816) 363-3675  
Fax: None

**PROFESSIONAL AFFILIATIONS:**

National Academy of Arbitrators  
American Bar Association, Labor & Employment Law Section  
LERA (Chicago, Rocky Mountain, & Pacific Northwest Chapters)  
Missouri Bar Association, ADR & Labor & Employment Law Committees  
Bar Memberships: Kansas; Missouri; U.S. Supreme Court & various federal appellate & district courts.

**EDUCATION:**

University of Kansas (B.A., 1982)  
University of Kansas (J.D., 1985)  
Rule 17 Mediator Certification (Missouri 2013)

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

Assistant Regional Attorney, United States Department of Health & Human Services (1985-1986);  
Associate, Jolley, Walsh, Hager & Gordon (1986-1991); , Counsel Bukaty Chtd. (2003-2004);  
Bonney Law Office (1991-2008). Non-labor litigation & part-time arbitration practice September 1, 2008 to June 1, 2018; Full-time arbitrator & mediator since June 1, 2018.

**INDUSTRIES:**

Airlines, Automotive, Bakery, Beverage, Brewery, Broadcasting, Building Products, Bus Service (city and interstate), Chemicals, Clothing, Coal, Communications, Construction, Education, Electronics, Federal Government, Food (Manufacturing/ Processing/Service), Foundry, Furniture, Gas Pipeline, Glass/Pottery, Grain Mill, Health Care (nurses and paramedics/EMTs), HVAC, Hospitals/Nursing Home, Iron, Jewelry, Laundry, Leather, Local Government, Machinery, Manufacturing, Metal Fabricating, Mining, Nuclear Energy, Office Workers/Clerical, Packaging , Plastics, Plumbing, Police and Fire, Printing and Publishing, Prison Guard, Pulp and Paper, Railroads, Retail Stores, Rubber/tire, Stone/Quarry, Tile, Transportation, Trucking and Storage, Utilities, Warehousing, and Waste Management.

**ISSUES:**

Absenteeism, Arbitrability, Bargaining Unit Work, Conduct (Off-Duty/Personal), Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination (Age, Disability, Race, Sex, Religion), Drug/Alcohol Offenses, Fringe Benefits (Bonus, Holidays, Insurance, Leave, Vacation), Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Dispute, Layoffs/Bumping/Recall, Management Rights, Official Time, Past Practices, Pension and Welfare Plans, Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Smoking policies, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Wages (Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification & Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay), Work Hours/Schedules/Assignments, Working Conditions/Work Orders, Violence or Threats

## STEPHEN DOUGLAS BONNEY

### PERMANENT PANELS:

Ameren Illinois & IBEW 51  
AT&T Mobility LLC & Communications Workers of America (CWA) District 7  
NECA-KC & IBEW L.U. 124 (Repeat Discharge Panel)  
Southwest Airlines & IAMAW District 142 System Board of Adjustment  
United States Postal Service & National Postal Mail Handlers Union, Regular Panel, Lakeland Dist.

### ARBITRATION ROSTERS:

American Arbitration Association (Labor)  
Federal Mediation and Conciliation Service  
FINRA  
Kansas PERB  
Montana Board of Personnel Appeals  
National Mediation Board  
Oregon ERB  
Washington PERC

### PUBLISHED CASES:

Bloomberg/BNA: 126 LA 1324; 128 LA 601; 129 LA 16; 129 LA 1446; 130 LA 196; 130 LA 745; 130 LA 1547; 131 LA 1209; 132 LA 126; 133 LA 1528; 134 LA104; 135 LA 1853; 136 LA 339; 136 LA 1862; 138 LA 610; 138 LA 1595; 139 LA 693.  
CCH: 09-2 ARB ¶ 4705; 11-1 ARB 5240; 12-1 ARB 5461; 12-1 ARB 5485; 12-2 ARB 5589; 12-2 ARB 5690.

### SIGNIFICANT PUBLICATIONS:

“Arbitration is Here to Stay: Present Your Best Case,” 75 Mo. Bar J. 176 (2019); “Opening Statements: To Reserve or Not to Reserve – That is the question,” 18 Mich. Lab. & Emp. LawNotes 11 (Summer 2008); Contributing Author, THE FAIR LABOR STANDARDS ACT (BNA Books 1999) (Ch. 10-B, “Principles for Computing Overtime Pay”); *Democracy’s Rainbow: The Long Ascent and Rapid Descent of Voting Rights in Kansas*, 25 Kan. J. L. & Pub. Pol. 347 (2016); *The Civil Rights Act of 1964: Fifty Years of Freedom*, J. Kan. Assn. of Justice (July 2014); *The University Campus as Public Forum*, 81 UMKC L. Rev. 545 (2013)

### FEES:

#### Labor Arbitration cases:

**Per diem:** A per diem fee of \$1200 will be charged for each hearing day or part thereof. A “hearing day” is an eight hour block (*e.g.*, between 9:00 a.m. and 5:00 p.m.) on the day of a hearing. Additional hours after the end of the eight hour block are charged in quarter-day increments. A per diem of \$1200 will also be charged on a pro rated basis for time spent on travel, research, and opinion preparation.

**Cancellation Fee Policy:** A cancellation fee of \$1200 will be charged for each hearing day cancelled with fewer than 30 days’ notice. For instance, if a hearing is scheduled to begin at 9:00 a.m. on July 31, the parties must notify me of the cancellation before 9:00 a.m. on July 1 in order to avoid a cancellation fee.

**Expenses:** Charges are made for all reasonable travel expenses actually incurred, including air or train fare, car rental, lodging, and food. Travel expenses are charged from my office nearest to the site of the hearing. Auto mileage for travel by private car more than twenty-five miles from my nearest office address is charged at the current IRS rate for business deductions. No clerical expense is charged.